

MALABAR TRAINING COLLEGE, PERAVOOR

GENDER POLICY



Area: Equal opportunity

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Title: Gender Policy

Policy No: 101, Dated 22/01/2023
Document Owner: Principal

POLICY STATEMENT

Malabar B.Ed Training College, Peravoor is committed to creating a safe, inclusive, and respectful environment for all students, faculty, and staff, regardless of their gender identity, expression, or biological sex. This policy aims to promote gender equality, prevent gender-based discrimination, and provide a framework for addressing gender-related issues within the college community.

OBJECTIVES

1. Promote gender equality: Ensure equal opportunities, treatment, and rights for all individuals, regardless of gender.
2. Prevent gender-based discrimination: Prohibit discrimination, harassment, and violence based on gender, gender identity, or expression.
3. Create a safe and inclusive environment: Foster a culture of respect, empathy, and understanding among all members of the college community.

SCOPE

This policy applies to all students, faculty, staff, and visitors of Malabar Training College, Peravoor.

RESPONSIBILITIES

1. College administration: Ensure implementation of this policy, provide training and support, and address gender-related issues.
2. Faculty and staff: Promote gender equality, respect, and inclusivity in their interactions with students and colleagues.
3. Students: Respect and adhere to this policy, and report any incidents of gender-based discrimination or harassment.

REPORTING AND RESPONSE MECHANISM

1. Grievance cell: Establish a grievance cell to address complaints related to gender-based discrimination, harassment, and violence.
2. Reporting procedure: Develop a clear reporting procedure for incidents, ensuring confidentiality and support for complainants.
3. Investigation and action: Investigate complaints promptly, take appropriate action, and provide support to affected individuals.

APPROVAL & REVIEW

Approval Authority:	Governing Body
Administrator:	Principal
Approved on:	22/01/2023
Next review date:	22/01/2026




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